

Equality Impact Assessment / Equality Analysis Budget Proposals

This template has been developed for the specific purpose of analysing the equality impact of proposals that have been put forward as part of budget setting. Use this template to identify what impact or likely impact the proposal will have on people with protected characteristics.

Title of savings proposal	Rotate closures of Bath and Old Welton Recycling Centres			
Growth or Savings/Income?	Savings	FTE Reduction/Increase		
Brief Description and Aim <i>(no more than 100 words)</i>	Review of Household Waste Recycling Centre site capacity and usage, maximising efficient deployment of permanent staff and retaining booking system for Bath and Welton sites.			
Budget Reduction / Growth Value <i>(note year 2 value is the increase/decrease on year 1)</i>	Year	2026/27	2027/28	2028/29
	Value (£000)	200		
Directorate/Service area and Cabinet Portfolio	Sustainable Communities – Chris Major Place Management / Mark Elliot			
Impacts to Service Delivery <i>(no more than 100 words)</i>	The booking system helps ensure clear communication on service delivery to residents, whilst Keynsham Recycling Centre will be unaffected by this proposed change. The Keynsham site is large enough to accommodate additional visitors and help ensure a recycling			

	centre service is always available to residents from across the district. Maximising efficient redeployment of permanent staff, this proposal would realise savings by reducing the need for additional agency use to manage the sites.
Delivery Risk Rating (High/Medium/Low) <i>(Please detail reasons and actions to reduce risk)</i>	Medium – it may be viewed as a service reduction with limited benefit to the public. Clear communication needed on efficiency gains and alternative site availability.
Do the aims of this proposal link to any other budget proposals? <i>(no more than 100 words)</i>	
Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail <i>(no more than 100 words)</i>	The Old Welton site would continue to operate as a transfer station on the days that the recycling centre is closed to the public. This will provide continuation of service to internal teams – Cleansing and Parks, along with providing tipping point for commercial customers.

Assessment of impact: 'Equality analysis'

Use the spaces below to demonstrate you have analysed how this proposal:

- Meets any needs of equality groups or helps promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups - and if so, mitigating actions.
- Could have potential knock-on effects for other service areas or create problems because of cumulative impacts.

	All equality areas/characteristics	How this proposal might advance equality	Potential negative or adverse impacts - and what steps can be taken to mitigate this	Potential knock-on impacts for other service areas/other proposals
1	Sex	No specific impact identified on basis of sex	No negative impact identified on basis of this characteristic	None identified

2	Pregnancy & maternity	No specific impact identified on basis of pregnancy	No negative impact identified on basis of this characteristic	None identified
3	Gender reassignment	No specific impact identified on basis of gender reassignment.	No negative impact identified on basis of this characteristic	None identified
4	Disability	Potential impact with further to travel with their waste and recycling	It is important to note that unrestricted travel between Somer Valley, Bath, and Keynsham may not hold true for disabled residents. Increased travel distances could present significant challenges, including inconvenience and accessibility issues, which may disproportionately affect those with disabilities.	To mitigate these impacts, it is essential to provide clear communication about changes and ensure that the availability of sites is made transparent and accessible through the booking system. Additionally, a central aspect of the communications will be to highlight and promote the availability of kerbside collection services, including those for bulky waste, to ensure residents are fully informed about their waste disposal options.
5	Race	No specific impact identified on basis of race	No negative impact identified on basis of this characteristic	None identified
6	Sexual orientation	No specific impact identified on basis of Sexual orientation	No negative impact identified on basis of this characteristic	None identified
7	Marriage and civil partnership	No specific impact identified	No negative impact identified on basis of this characteristic	None identified
8	Religion/belief	No specific impact identified	No negative impact identified on basis of this characteristic	None identified
9	Age	Potential impact with further travel distance with their waste and recycling	It is important to note that unrestricted travel between Somer Valley, Bath, and Keynsham may not be an option for older residents	To mitigate these impacts, it is essential to provide clear communication about changes and ensure that the availability of sites is made transparent and

			<p>who require support to visit the recycling centres.</p> <p>Increased travel distances could present significant challenges, including inconvenience and accessibility issues, which may disproportionately affect older residents.</p>	<p>accessible through the booking system.</p> <p>Additionally, a central aspect of the communications will be to highlight and promote the availability of kerbside collection services, including those for bulky waste, to ensure residents are fully informed about their waste disposal options.</p>
B&NES Local Priority				
10	Socio-economically disadvantaged	Potentially further to travel with their waste and recycling at cost	Increased travel distances could present significant challenges, including inconvenience and increased fuel costs.	To mitigate these impacts, it is essential to provide clear communication about changes and ensure that the availability of sites is made transparent and accessible through the booking system. Visits can then be planned to best suits the residents' needs.
11	Rural communities	Potentially further travel distance, specifically for those residents living in more rural locations of the district.	<p>It is important to note that unrestricted travel between Somer Valley, Bath, and Keynsham may not be an option for some rural dwelling residents.</p> <p>Increased travel distances could present significant challenges, including inconvenience and increased fuel costs.</p>	<p>To mitigate these impacts, it is essential to provide clear communication about changes and ensure that the availability of sites is made transparent and accessible through the booking system.</p> <p>Additionally, a central aspect of the communications will be to highlight and promote the availability of kerbside collection services, including those for</p>

				bulky waste, to ensure residents are fully informed about their waste disposal options.
12	Armed Forces Community	No specific impact identified	No negative impact identified on basis of this characteristic	None identified
13	Care Experienced	No specific impact identified	No negative impact identified on basis of this characteristic	None identified

Name of officer(s) conducting equality analysis: Simon Porter, Head of Waste & Fleet

Signed off by: Chris Major, Director of Place Management

Date: 4th December 2025